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Colleen Anderson, Editor
Susan McDaniel, Design and Layout



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SHERMANTOWN— *Passports in Time*



Tina Toriello (the one wearing a hat) and MariAnne Babel, both Passports in Time volunteers, dig up the doorway area of a family dwelling in Shermantown.

These 1991 volunteers were a hardy lot. They travelled long distances from their individual homes to participate in an archeological study of a historic Nevada mining town. The final stage of the journey was an hour's drive down a rough dirt and gravel road off the Nation's loneliest highway between Ely and Eureka. For 6 days they lived in tents and were subjected to intermittent thunderstorms, wind, cold and less than the average amount of warm sunshine. And, through it all, they remained enthusiastic.

The program (Passports in Time), the people (University of Nevada students and instructors, Forest Archeologist Fred Frampton and many volunteers) and the site (historic Shermantown) made the whole

adventure worthwhile. Great food prepared by a full-time cook was an added bonus.

The Passports in Time volunteer program is the brainchild of Gordon Peters, Superior National Forest Archeologist. He saw an opportunity to harness the enthusiasm of many amateur Indiana Joneses. As volunteers working side by side with professionals, they would complete projects that might not otherwise be done; projects such as excavating prehistoric Indian sites and early mining or mill towns, recording archeological sites, and restoring Forest Service cabins.

Volunteers come from all walks of life and include people like Marta Wentz. A mother of three and grandmother



Shirley Gronin (left), an unidentified University of Nevada-Reno student and Marta Wentz sift through soil dug from a garbage pit outside a family dwelling.

of nine, Marta came to Shermantown from Nashotach, Wisconsin. She had been participating in the Passports in Time program for 3 years and had used her "passport" nine times on projects lasting 1 to 2 weeks in Wisconsin, Michigan, Utah and Nevada. Marta said, "I left home in June and won't return until late September. I want to see as much of our country as possible. I've been to Europe and believe our country is more beautiful and more interesting."

Tina Toriello and MariAnne Babel, two Shermantown volunteers that came together from San Francisco, used their passports for the first time. MariAnne, who is a historian for Wells Fargo, compared the experience to "... boot camp. I came out of professional curiosity. It was something I always wanted to do and it was great cross-training. It was also great fun!"

A marine oil researcher for Chevron Research and Technology, Tina came to the Shermantown project to get a taste of archeology. She had an agreement-

with Chevron to work part time for a few years so she could attend college and get a degree in cultural resource management. The trip to Shermantown was her transition period. "I had a wonderful experience. Shermantown is a real jewel. The diversity of people helping with the project was amazing—students, volunteers, kids and professionals."

A fourth volunteer, Shirley Gronin, had volunteered on several archeological projects, but this was her first "Passports" project. She said, "Shermantown was a great learning experience. The people there taught us and gave us a lot of responsibility, not just insignificant jobs."

If you are looking for a volunteer program that will bring tremendous good will, Passports in Time is it. As Shirley, Marta and Tina attest, this program can weld a diverse group of men and women into a working team. And, along with the work accomplished, there will be a lot of conversation, laughter and sharing.

SHERMANTOWN— A TIME CAPSULE

In crews of two to five, several students, professors, volunteers and Forest Service personnel sift through the remnants of a section of Shermantown—once a thriving little city. In another part of the town, a crew is surveying and mapping old foundations and portions of buildings. The goal is to capture a look at life in a mining town in the late 1860's.

Tramping through the six-foot-high sagebrush is Fred Frampton, Humboldt National Forest Archeologist. "This is one of Nevada's most significant historical areas," says Frampton. "The neat thing about it is it's a perfect time capsule of 1868 to 1870."

Shermantown sprang up in 1868, when rich silver deposits were found at nearby Treasure Hill and several other locations within a five-mile radius in the White Pine Mining District. An estimated 6,000 miners lived in Treasure City, atop 9,400-foot Treasure Hill. Down the mountain, Shermantown was the closest place for miners to find the water needed to run the huge stamp mills that processed the ore. There weren't many families but most chose to settle in Shermantown because it was in a small canyon that kept it sheltered from wind and snow.

Shermantown soon developed into a small city with as many as 2,000 to 3,000 people. In addition to having at least a dozen saloons, the town had two banks, two rival newspapers, a theatre, an ice cream parlor, a pharmacy, a Wells Fargo station, a school, a lumber mill and numerous restaurants, boarding houses, blacksmith shops, breweries, law offices, assayers and a Chinatown.

Altogether 25,000 to 30,000 people lived in Shermantown, Treasure City and the 10 other towns that sprang up within a small area in the White Pine Mountains that is now part of the Ely Ranger District. At that time, this constituted a third of the population of the State of Nevada.

SHERMANTOWN? Where's That?

Shermantown is in the White Pine Range of the Ely Ranger District, Humboldt National Forest. The turnoff is approximately 45 miles east of historic Eureka and 50 miles west of Ely on Highway 50. There is a State historical marker designating the Hamilton townsite on the north side of the highway and a signpost for the Illipah Reservoir and Hamilton on the south. Go to and past Hamilton for about 19 miles. Call the Ely Ranger District office (289-3031) before heading out.



"It was the first mining area in North America to have mass transit and mass communication", says Frampton. (The telegraph arrived in Nevada in 1861 and the transcontinental railroad was completed in 1869.) "The Comstock Lode and California mines were in recession, so when word of silver in eastern Nevada got out, people flocked to the area.

But, it was probably the shortest-lived, most intensive mining boom in the Nation's history. Treasure Hill's treasure was shallow and played out quickly. By 1870, the Shermantown population had dwindled to 950. A year later the town was abandoned except for one family that toughed it out until 1880.

During its heyday, three stage lines provided Shermantown and the surrounding communities with daily service. All food, raw materials, equipment and luxury items were moved in by wagon. Elko, Nevada, 120 miles to the north, was a small rail-head prior to the boom but, with the influx of people needing supplies in the White Pine area, it also boomed.

It was expensive to keep a household in the isolated mining towns. Shermantown was no exception. The majority of the population was single men living in small stone and wood dugouts on the edge of town. Several of these dugouts have been excavated but, according to Dick Goddard, project foreman from University of Nevada-Reno, "About all we find in the dugouts are wine bottle fragments and maybe a coffee-pot or remnants of a crude stove. Most bones, cans and other signs of food are in the downtown area, indicating the miners ate most meals in restaurants."

During 1991, the crews excavated some permanent-type housing, presumably family homes. In the garbage area adjacent to one of these homes, buttons, bones, peach pits, jewelry, ceramic and lead crystal pieces were found. These items indicate the dwellers were wealthier and more settled than the usual miner and the head of the household could have been a lawyer, assayer, doctor, banker or business owner.

We talk about diversity a lot these days but, in these early mining towns, diversity was the norm. "We know that Shermantown had Indians, British, Italians, Swedes, Blacks, Hispanics and Chinese," says Frampton.

Ely District Ranger Paul Demuele, his Resource Assistant Toby Rhue and Frampton have a goal. They want to research the area and then open the White Pine Mining District into a series of interpretive sites that can be accessed by trails, bike paths and vehicle travel. It is a big goal and time is of the essence. The Sherman-town dig was prompted by the investigation and citation of "bottle hunters" who were taking artifacts out of the area. "This is one of the few areas left in the West that has not been totally ransacked by antiquity hunters or altered into a tourist trap," says Frampton. "We need to protect what information we can while the archeological record is still intact."

Frampton hopes these sites will do more than supply historical information. He sees them as a tool for educating the public about the importance of saving Nevada's ghost towns. Apparently, others feel the same way. University of Nevada-Reno, the White Pine Public Museum, the Nevada Historical Society, the Nevada Division of Historic Preservation and Archeology, two mining companies—USMX Inc. and Westmont—and Nevada Division of Forestry all have contributed to the project.

Still more funding and help is needed. Demuele, Rhue and Frampton spend a lot time and effort scrambling for support and, slowly, efforts are paying off. Their goal for 1992 is to hire an archeological historian to survey and write a cultural resource management and interpretive plan. And they hope to continue to work with the University researching other sites in the White Pine Mining District.



Remnants of Shermantown, a once thriving little city, include this old log cabin and a smokestack at one of the early mill sites.



Their enthusiasm is contagious. Nobody has ever been able to walk away from a tour of the area without being amazed and inspired.

Cheri Howell
Public Affairs Specialist
Humboldt National Forest

IT'S THE LAW

The Archeological Resources Protection Act of 1979 made it illegal to destroy, remove or otherwise disturb artifacts or historical structures on public lands.

Better than an Amusement Park

It is a glorious fall day in October with blue sky, the sun shining on golden aspen, a hint of winter in the air, and children's laughter.

It's a perfect day for the Con Amore Training Center's annual fall visit to the Ashley National Forest. (Con Amore serves the young disabled population in Duchesne County, Utah.) Coordinator Pearl Cook has arranged the trip to Yellowpine Campground to coincide with the brilliant fall colors. Forest Service employees J.C. Humphries, Anne Bertola, and Sue Wight meet the entourage at the bus as wheelchairs and wagons are unloaded. The adventure is ready to begin.

This is a particularly special day for J.C. Humphries. J.C.'s grandson, Joshua Isaacson, is a student at Con Amore. It's not often that Joshua gets to be with his Grandpa at work, and this is a moment that will be cherished for a long time.

Yellowpine Nature Trail, a fully accessible interpretive trail that opened in June 1991, is put to its first real test. Will it work for 30 kids who range in age from 22 months to 21 years and have a wide variety of disabilities? The answer is most definitely YES! The 30 chaperones are absolutely delighted to watch the students experience the forest without barriers.

The paved half-mile trail guides the young visitors, whether on foot or in wheelchairs, into the world of nature. The kids kick leaves, smell ponderosa pine, taste pinecones, feel the raised lettering on interpretive signs, point to bird nests, wade in water, throw rocks, and have a wonderful time! The kids love the pretty leaves. They throw them, play in them and want the teachers to carry them all home in their pockets. It's better than Disneyland because they experience the really great outdoors.

The Yellowpine Nature Trail was built through a partnership between the Duchesne Ranger District and Chevron. In addition to generous financial support, Chevron employees donated time and talent to construct the trail.

Sue Wight
Ashley National Forest



Communing with leaves and pinecones.



Becoming one with nature creates an appetite.



J.C. Humphries, Forestry Technician on the Duchesne Ranger District, leads the pack.

Feeling the raised lettering on an interpretive sign.



Dabbling in the water.

SNOW PARK

There's a new feather in the recreation cap of the Island Park Ranger District on the Targhee National Forest.

The new Big Springs Snow Park, dedicated February 22 at a ribbon-cutting ceremony, makes the area even more attractive to winter recreationists. The Snow Park is located two miles east of Macks Inn on the Big Springs Loop Road, an area that has the highest snowmobile use in the State of Idaho.

The Snow Park serves as a trailhead for the Targhee portion of the Two Top National Recreation Snowmobile Trail, trails leading into West Yellowstone and several others. It is also the trailhead for the Lucky Dog Nordic Retreat, a private cross-country resort.

The new facility consists of a warming hut, a heated restroom, and a large parking area. The parking area and restrooms were used last year but this is the first year the warming hut has been available.

The \$146,000 Snow Park was a cooperative effort by Fremont County, Idaho State Parks and Recreation and the Targhee National Forest. State funds for the project came from snowmobile registration and gas taxes. Fremont County will plow the road and parking lot and groom the trails. Forest Service employees will supply wood and maintain the facility.

Bob Williams, Branch Chief of Recreation, Lands and Minerals for the Targhee Forest, said, "We're really happy with our new Snow Park."

Nan Wallace
Targhee National Forest



The Big Springs Snow Park facility will be used by snowmobilers and cross-country skiers.

Ray David, Public Affairs Officer for the Targhee Forest, warms his hands by the fire as guests who attended the Snow Park dedication dine on chili and punch provided by the Idaho State Snowmobile Association.



SMOKEY & THE AMERICAN COWBOY



A Dodge National Rodeo clown hams it up at an elementary school in Pocatello as Mike Cook, from the Pocatello Ranger District, delivers fire prevention messages as part of the Smokey and the American Cowboy program.

A record-setting 51,000+ spectators watched broncos, bulls, steers, cowboys and Smokey Bear perform at the world's fifth largest rodeo, the Dodge National Finals Rodeo in Pocatello, Idaho, in March.

"Smokey and the American Cowboy" is a special wildfire prevention program targeted at rodeo audiences around the country. It brings together professional cowboys, the Professional Rodeo Association and

Dodge Trucks in an effort to educate the public about fire prevention. To further that effort, Chrysler-Dodge Corporation donated a matching red and white truck and trailer painted with Smokey and the American Cowboy insignia. The trailer, which is tastefully carpeted, panelled and air conditioned, is Smokey's quarters and houses promotional materials.

The Dodge Rodeo, a major event in the Pocatello area, is a catalyst for weeklong fire prevention activities sponsored by the Pocatello Ranger District, Caribou National Forest, and an organization known as the Gateway Interagency Fire Front. Gateway Interagency Fire Front membership comes from local city, county, state and federal agencies. "During Rodeo week, we visit elementary schools to promote Smokey and the American Cowboy. This past March, over 3,500 children heard our message and saw a show featuring cowboys, rodeo clowns, wildland firefighters, structural firefighters and Smokey Bear," explained Jerry Tower, Pocatello District Ranger.

"The visits required many hours of planning and work. Forest Service employees joined with folks from the Bureau of Land Management and local fire departments, to make this year's Rodeo activities the most successful to date. The Forest Service is very visible and the timing of the Rodeo gets our fire prevention messages out to the public just prior to fire season. The kids love Smokey and when you add the American Cowboy, you end up with two American heroes. It's great to watch the kids' excitement as they are taught about fire and fire prevention," Tower adds.

Mike Cook
Pocatello Ranger District
Caribou National Forest

Drawing by Derrick Reynolds.

Hike to Big Tree

On a warm fall day, a group of hardy hikers set out to see a tree. Not just any tree . . . but a BIG tree. And, not just any big tree but Big Tree. Big Tree is a legend to many residents of southern Utah Valley, especially schoolchildren. This group of hikers included 120 fourth-grade admirers of Big Tree from Barnett Elementary in Payson, Utah. Along for the walk in the woods were four dedicated teachers—Mrs. Anderson, Mr. Bartholomew, Mrs. DePew and Mr. Hatch, a number of parent volunteers and a handful of Forest Service “rangers.”

The students went with a purpose—to find the tree, ponder its greatness, draw a picture of it, and measure its diameter and height. Finding the largest tree of a given species in their area might mean Scholastic News recognition for their school. Just under six and one-half feet in diameter and an estimated 196 feet high, the Big Tree they found

A fourth-grade student from Payson, Utah, listens intently as a Forest “ranger” talks about Big Tree.



may not be the largest white fir in the West, nor the largest in the State; but to most of these kids, it was the biggest tree they had ever seen—and it was Big Tree. Their awe and excitement didn't depend upon Big Tree holding a record.

The Forest Service folks helped the students measure Big Tree and determine its height. Mark Sensibaugh, Assistant District Ranger and resident tree expert, talked with the students about the possible age of Big Tree, its history (as evidenced by numerous lightning scars) and its ecology. The “rangers” enjoyed identifying plants, tracks, and “things” for the kids as they walked up and back down the mountain. They also had chances to discuss stewardship and environmental ethics with the kids: why it is impor-

tant to stay on the trail, how to walk gently around wet areas rather than through them, why aspen graffiti is harmful to the trees, and why dead trees are important to wildlife.

The students went home with fine memories of Big Tree and visions of fame and fortune if Barnett Elementary were to win an award for finding the biggest tree in “these parts.” Teachers, parents and “rangers” went home relieved . . . relieved that when the buses were loaded to return to school, they contained the same number of children that had arrived that morning to begin their hike.

Deanna R. Nelson
Spanish Fork Ranger District
Uinta National Forest

Students measure the circumference, diameter and height of Big Tree.



Volunteers Hide Out at Flaming Gorge

Hideout Boat Camp nestles in a quiet bay surrounded by stately cliffs in the Flaming Gorge National Recreation Area. As its name implies, it is a place for privacy. It is a haven reached only by boat and campsites are designed for a feeling of isolation.

Volunteer campground hosts there clean up, give information, and make visitors feel welcome. The volunteers make their home on a floating houseboat for 7 days; then have 7 days off to travel and discover the beautiful country around Flaming Gorge.

Dick and Mary Lou Thompson, recent volunteers, said, "We love the beauty of Hideout and the people who come there." Mary Lou has been volunteering since she was 6 years old. She served many years on the professional staff of the Wyoming Girl Scouts and supervised Vista volunteers. The Thompsons spend the summer at Flaming Gorge and the winter at Lake Havasu, where Mary Lou volunteers at a hospital.

Hideout recently was rehabilitated to provide many conveniences to the adventurous camper. When the project began, there was little more than a rough trail to a picnic table and camping there was a rigorous experience.

Improvements required a lot of effort by Ashley National Forest employees. Materials had to be brought in by boat, or carried on the backs of hikers down into the canyon. Brick, concrete, and tile were carried over the trail for the restrooms.

Getting water to the camp required ingenuity. A large water tank was floated to the site on the trailer that transported it on the highway to Manila. Pipe had to be layed two miles down the canyon to get water from the spring to the tank. Since regular rock-fill wastewater disposal



Campground hosts for Hideout Boat Camp live in this Forest Service houseboat.



Sheltered tables sit on soil cement.



Visitors enjoy some good food in the privacy of Hideout Boat Camp on the Flaming Gorge National Recreation Area.

could not be used here, Cultec, Inc., from Brookfield, Connecticut, donated tripdrain material for the wastewater field. "Because we had to haul everything into the area, this light material was great. Material for the project fit in the back of a pickup truck," said Tom Watson, Ashley Forest Civil Engineer.

Now each site has a table with a shelter for shade. The shelters, fabricated locally and assembled by Forest employees, are equipped with hooks for lanterns or string clothesline. Tent pads have rings embedded in a wooden frame to use for tie-downs. The ground around each site is covered with soil cement (similar to concrete but using native soil with a hardener) that blends with the natural beauty of the area. Each site offers a beautiful view of the lake and an individual boat dock made by the Collbran Job Corps Center in Collbran, Colorado.

The restrooms are a beautiful addition and solar lights will be the finishing touch when the project is completed.

Recent visitors, Bill and Diane Ashmore from Sandy, Utah, said, "This is a beautiful place and lots of improvements have been made since we were here last. Our family really enjoys Hideout."

Some of the sites can be reserved through the Reservation System; others are available on a first-come first-served basis. The availability of a handicapped-accessible unit depends on the level of the water.

For those desiring a hideaway from busy schedules, Hideout Boat Camp in Flaming Gorge National Recreation Area is the place to go.

Diane Augustus
Ashley National Forest

(Photos by Bruce Slover.)

EARTH ENERGIZERS

Several Humboldt National Forest employees volunteered one Saturday to collect Christmas trees for the Elko Citizens Committee for Recycling. That done, they hauled them to the Elko landfill where they were chipped and mulched by prison crews from the Nevada Division of Forestry Conservation Camp. The mulch was to be used to reclaim portions of the landfill and for city landscaping projects.

Steve Anderson, a Forest employee and member of the recycling committee, said,

"Participants had a great time collecting more than 2,000 trees."

This project launched Elko's recycling program, a program that is rapidly gaining ground. Curbside recycling began as a pilot program in April and there are already plans to expand the program into outlying areas. Another plan is to set up a waste oil recycling tank at the city dump.



Mary Beth Marks and Al Reuter collect Christmas trees from curbs in Elko.

Employees who participated in the Christmas tree collection are Forest Supervisor John Inman; Al Reuter, Minerals Staff; Mary Beth Marks, Geologist, and Steve Anderson, Wildlife Biologist. Dan Daniel, husband of Frontliner Nora Daniel, was part of the Forest crew.

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Debbie Finley, Humboldt Forest Dispatcher, and Elko High School Special Education Teacher DeRay Preston are collaborating on recycling paper from the Humboldt Forest Supervisor's Office.



Debbie Finley prepares to empty this recycling bin.

Debbie found it took very little effort to convince folks in the Humboldt Forest Supervisor's office to participate. The Forest purchased recycling bins and Debbie empties the bins weekly, taking the paper to the high school where students sort and box it. When that is completed,

DeRay Preston takes it to a Salt Lake City recycling center. According to Preston, the students get a little bit of money for the paper which they spend on environmental projects and causes.

Debbie enjoys her weekly paper collection except for the frequent paper cuts. She said it is a great feeling to be doing something to conserve our natural resources.

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The Mountain City Ranger District is one of the few places left that has an employee compound where most full-time employees and seasonals live. The compound sits in a grassy area, with buildings on both sides of the highway, about four miles from the town of Mountain City.



Doug Clarke, Minerals Forester for the District, decided this was a great setup for community recycling and volunteered to organize the effort. Doug says, "We've been saving aluminum, metal cans and three colors of glass. I would like to see us start on paper (especially in the office) and possibly plastics."

Due to the isolated location, employees must travel to Boise or other large towns for personal services. These trips may now include a stop by a recycling center. Doug says they plan to use any money earned for employee get-togethers.

Cheri Howell
Public Affairs Specialist
Humboldt National Forest



YAHA— Young People Experience the Outdoors



Youth Alternative Home Association staffers and Forest Service Technician Earl O'Driscoll enjoy a few minutes of conversation about the plaque for YAHA. From the left are Kathy Groth, child counselor; O'Driscoll; Richard Nelson, YAHA case worker supervisor; and Tammy Maloughney, child care counselor. They plan to continue the program next year.

A number of young people from Uinta County found summer employment in a beautiful setting this past year through a new program initiated by the Youth Alternative Home Association (YAHA) and the Evanston Ranger District of the Wasatch-Cache National Forest

Residents of the YAHA group home in Evanston logged 1,090 hours of labor last summer doing such things as landscaping, marking trees, maintaining trails, painting and cleaning campgrounds for the Forest Service.

"I think everyone involved enjoyed the work . . .," said Lead Forestry Technician Earl O'Driscoll, Evanston Ranger District.

The program was directed by O'Driscoll and YAHA Casework Supervisor Richard Nelson. It was developed to provide meaningful employment and educational experiences for youth placed at the group home during the summer.

Group home residents were employed by YAHA and paid youth minimum wages for an average of 15 to 20 hours of work per week. Residents earned eligibility to work with the Forest Service by participating well in all areas of the group home program. The work

projects were supervised by a group home staff member and Foresters.

YAHA residents have reacted very positively said Director Bob Mayor.

"I enjoyed it very much. I like being in the out-of-doors and in the country. The Forest Service people are really nice," said one of the boys involved.

One of the girls said it was "interesting to do something like that. I learned a lot, mostly patience. I did a lot of things I didn't know how to do like planting, fencing and painting outhouses."

A teenaged boy said, "We learned what litter and unwanted fire circles do to the Forest."

"We cleaned up after groups who littered. I saw what happens when they throw trash. Now, we know the Forest Service has to clean up after them," the boy said. *"I learned to take pride in what we did. It was really fun."*

Mayor said the youth learned a great deal from the many experts on the Forest Service staff. Each of them shared with the youth information from their various areas of expertise, including wildlife, native plants, timber practices, ecology, proper camping techniques, and the history of the Uinta Mountains and the Forest Service.

When the resident youth were not working with the Forest Service, they participated in the group home summer education program which focused on this planet and ecology. Residents were also involved in the "Adopt A Highway" program.

The new summer work program benefited all who participated. O'Driscoll said this volunteer work crew completed many worthwhile projects for the Forest Service.

At the end of the project, a picnic was held for all who had participated. One of the pictures taken was placed on a plaque and given to YAHA in appreciation for its help.

Plans are being made to continue this successful summer work program next year.

Ann Curtis
Herald Reporter



CROSSING

Adoption of Total Quality Management (TQM) by the Intermountain Region a couple of years ago ushered in a new and exciting era for all employees. TQM offers much and promises nothing. Individually and collectively we determine its success. Walking through a fog is analogous to the problems and challenges we face. We need to remember that TQM is an unending, organizational "trip," not a destination. We must change our underlying culture to assure success.

In its purest form, Engineering's primary role in the Forest Service is to serve its "customers." Few of us, I fear, understand this basic concept. Instead, we measure our success by the jobs we perform. Our "job" is not to build and maintain roads, erect structures or conduct safety or other engineering surveys; our "job" is to serve our customers. What we are now doing may or may not satisfy our customers' needs. Our activities may simply be a reflection of unwanted, unnecessary or dictatorial engineering activities.

SERVICE MAKE SENSE

If you have 37,500 customers and satisfy 92 percent of them, you risk angering 3,000. And studies show these 3,000 will tell at least 30,000.

The erosion of support for engineering via grade reductions, staff consolidations or organizational modifications may be a direct measure of customer discontent. In the business world, discontented customers vote with their feet; they go elsewhere for service. In the Forest Service, discontented customers vote by withdrawing their support and, with it, program funding. In these times of limited budgets, the financial impacts of such actions can be devastating. We cannot sit back complacently and expect assured financing and support. Times have changed! We must act immediately to implement necessary changes to insure budget cutbacks and limited staffing remain the exception.

Then what should engineering folks do to prepare for their future in the Forest Service? I recommend immediate implementation of the service management model described by Karl Albrecht in "Service Within." Karl Albrecht's message is clear and direct: "If you're not serving the customer, your job is to serve someone who is." Who are our customers? Why should we be concerned about serving their needs? If your answer is "I don't know," and you are interested in finding the answer, then "Service Within" should be on your list of books to read.

We have just started our journey to implement service excellence in engineering on the Caribou Forest, so I'm unable to share a complete list of my customers with you. But even if I had a complete list, my customers and their needs, motivations, and expectations are unique; I cannot create a "generic" list for you. I do know the Forest Management Team—the Forest Supervisor, Staff and District Rangers—form the nucleus of "key"

customers that I will focus my efforts on. I'm sure many more customers will be identified as we proceed through the service analysis process.

Karl Albrecht's prescription, or "recipe" as he calls it, for successful service leadership consists of five steps:

- ① *Get next to your customers and stay there.*
- ② *Define your service mission.*
- ③ *Orient your people on service.*
- ④ *Focus your systems on service.*
- ⑤ *Focus your rewards on service.*

THE BRIDGE

Most of "Service Within" serves as a primer to flesh out these five principles. By following them, an organization can effectively implement service excellence.

You may have nagging questions like "What's in it for me?" or "Why should I go to all of this trouble?" I know, because I had them too. Doubts and concerns still remain, but I feel there are at least four good reasons why the "Service Within" process should be implemented:

1 Desire for an organizational "future." None of us should be complacent about the future of engineering in the Forest Service. Most of what we do could be contracted out, eliminating most of the workforce and leaving only a skeleton cadre for administration. If engineering fails to demonstrate the "added-value" we bring to the customer in our individual projects and resource programs, the erosion of support for engineering services will continue. Disregarding customer needs will likely result in funding reductions and positions that are downgraded or eliminated. I'm convinced that implementation of Albrecht's service excellence process will do much to forestall this downward spiral.

2 Desire to provide the service the customer needs. Engineering must consistently guard against performing self-serving work that fails to serve customer needs. Additionally, we need to actively communicate engineering standards, guidelines and requirements

to the customer so that discretionary decisionmaking remains visible and available. Policing activities tend to be viewed as self-serving unless restrictions and project constraints surface long before the decision is made. When we deliver service without first determining the customer needs and priorities, it is a prescription for failure. The activity has little, if any, tangible worth to the customer. Implementing the principles of service excellence will help us eliminate or minimize redundant, unnecessary, and unwanted activities and projects.

3 Desire to effectively and efficiently do the job. Success in implementing the service excellence process is assured when the customer validates that needs and expectations are consistently being met. This forms the basis for assessing how well we have conceived our strategy for service based on customer priorities. Close interaction and recurring customer feedback will lessen the chances of misunderstanding, false starts and wasted efforts.

4 Want to know what to do. Initiating service management in Engineering will expand and formalize ongoing methods of identifying, prioritizing and scheduling activities that support customer needs. Effective information exchange will reduce the possibility for overlooking key customer service items. Serving the customer includes providing information to educate the customer regarding unknown needs.

By providing this brief overview of the service management model described by Karl Albrecht in "Service Within," I am hopeful you will agree we have little choice but to intensify our efforts in providing quality customer service. I'm sure there are other models around that also could help us. The important thing is to move forward to strengthen the tenuous bonds that connect Engineering to the broad range of resource uses and activities managed by the Forest Service. The synergy of these associations is too valuable to jeopardize. The standards of excellence and commitment by the majority of Engineering personnel to the Forest Service land ethic cannot be replicated. If we fail to communicate the added value Engineering provides, then we can blame no one but ourselves. We have the tools and the blueprint; the only other ingredients we need are the will and commitment to provide quality customer service every day, everywhere, every time!

Larry R. Gorringer
Caribou National Forest

—on the Challis National Forest

On January 31 in a ceremony that involved everyone, Forest Supervisor Chuck Wildes presented each employee on the Forest a personal copy of the Forest Vision and Annual Quality Plan PLUS a pen. He said he hoped would serve as a reminder of the Forest Vision and commitment to quality. Chuck said, "On this pen, it says Challis NF-Quality-Respect for People and Resources. In all we do, I hope we ask ourselves before we put this pen to paper 'Is this action consistent with our Vision?'"

Regional Forester's Message

Historically, the Forest Service has been concerned with the vitality of rural communities. Our involvement has evolved, however, from promoting community stability through timber production to one of helping communities attain their own goals.

In the recent 1990 RPA and the Forestry Title of the 1990 Farm Bill, Congress directed the Forest Service to be leaders in good stewardship of all lands—federal, state and private.

Following Farm Bill direction, we are assisting seven communities and counties with financial resources to organize Action Teams that will formulate the strategy, goals and objectives for getting a community where it wants to be economically, socially and culturally in 5 or 10 years. The seven communities being helped are Fremont County; Driggs, Idaho; Escalante and Kanab Utah; Sanpete County, Utah; and White Pine County, Nevada. Others that have requested help are being considered. The Action Teams are made up of individuals from local, state and federal governments and the private and nonprofit sectors, with a Forest Service employee as the facilitator.

The criteria for community/county eligibility for this type of Forest Service help are:

- *They are within 100 miles of a National Forest*
- *The community's population is less than 10,000 and/or the county has a population of less than 22,550*
- *The County is at least 15 percent dependent on forest resources—recreation, mining, grazing, wood products and water*
- *The community or county must have undergone, or is very likely to undergo, some type of economic or job loss related to forest resources.*

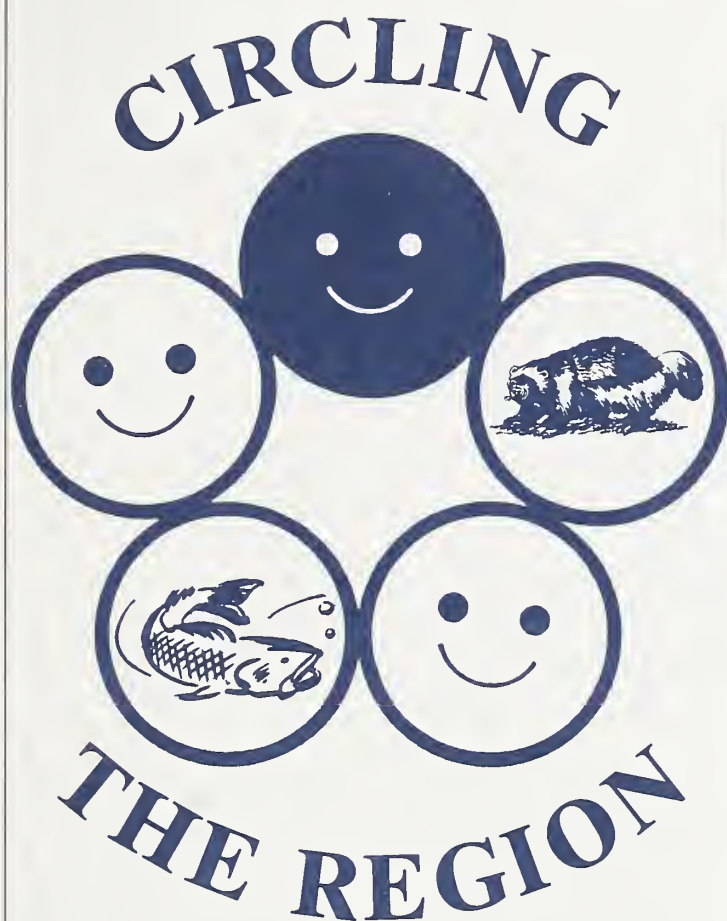
Action teams are just one way we can help broaden the economic base in those communities where there is overall rural decline or where there is almost total dependence on a forest resource. As responsible leaders, we need to promote good stewardship through cooperative planning efforts with our partners and neighbors.



We need to become involved in state and county planning issues. We need to assist our neighbors in meeting their needs.

I want to urge all of you to be personally involved. We need to be ambassadors that work toward enhancing the economic and social vitality of our local communities through sound ecological management on all land ownerships. We can make a lasting contribution by helping our neighbors solve local problems in ways that enhance the environment. Sincere efforts will validate our mission of "Caring for the land and serving people."

Thanks for your support.



Wolverines

The Idaho Fish and Game trapped and collared three wolverines this past winter for a study being financed by the Sawtooth, Challis and Boise National Forests. Tracking these animals will provide insights to the ecology and population status of the reclusive wolverine. The study may provide enough information to preclude an eventual designation as threatened or endangered under the Endangered Species Act.

Wolverines look like small bears with short legs and large feet. They are dark brown with a light stripe along the sides from the head to the tail. They weigh about 18 to 30 pounds and have relatively small heads and thick necks.

Idaho Fisheries Partnership

An interagency partnership agreement was signed with Trout Unlimited on April 13 to bring together several state and federal entities in Idaho interested in preserving the wealth of fisheries resources.

Signing the Memorandum of Understanding were Regional Foresters Dave Jolly and Gray Reynolds (Northern and Intermountain Regions), Idaho Department of Fish and Game Director Jerry Conley, Bureau of Land Management Associate State Director Peiter Van Zanden, Bureau of Reclamation Regional Director John Keys and Trout Unlimited Council Chairman Ron Reynolds. Idaho Governor Cecil Andrus commented to the 41 attendees at the signing that this is another positive effort to protect Idaho's valuable fisheries resources. Also attending the signing were the Directors of the Idaho Departments of Lands, Parks and Recreation; Water Resources; and Environmental Quality, as well as Trout Unlimited's West Coast Representative from Olympia, Washington. All major television and radio stations were there and interviewed key agency participants following the signing.

The agreement is to supplement the Forest Service and Trout Unlimited National Partnership Agreement and the Rise to the Future fisheries program at the State level. Members of the partnership will work cooperatively to enhance fisheries management, public education, resource use and habitat management on National Forests, public and State lands, and Reclamation water projects in Idaho. Projects are already being planned to implement the Columbia River Basin anadromous fish and the "Bring Back the Natives" initiatives.

Don Duff
National Partnership Coordinator
Forest Service/Trout Unlimited



Everyday SERVING PEOPLE

Mr. Veto LaSalle
Forest Supervisor
Payette National Forest

Dear Mr. LaSalle:

The staff of the Collegiate Assistance Migrant Program at Boise State University wishes to commend Joy Thomas for her diligence and creative work on behalf of the Forest Service.

She has succeeded in working with University Administration and your agency to effect a contract whereby students may be hired for summer work and thereby become potential full time employees after college graduation.

She has been particularly enthusiastic when cooperation with the University seemed impossible and only through her dedication was she successful. I can imagine that Joy does not accept impossible odds and you certainly have an outstanding employee who credits the U.S. Forest Service and the U.S. taxpayers.

Our program hopes to interest Hispanic students in the U.S. Forest Service and we can do so through employment opportunities to help these students earn their funds for college. You have the valuable opportunity to open a new professional world for them and to gain loyal and hardworking staff.

We look forward to working with you and other divisions of the U.S. Forest Service and, with personnel like Joy, you will have a very successful program.

Sincerely

/s/ Gennie Browning
Camp Counselor, Retention, Career

Dayle Flanigan
Austin District Ranger
Toiyabe National Forest

Dear Mr. Flanigan:

I refer to your letter dated 3rd December 1991 and to your parcel with seeds of Pinus monophylla. I was really surprised because I did not believe that I would receive any answer. Thank you very much for them and I can promise you that I will inform you about the results achieved with this species. Should you have any wish which I can do for you, please, do not hesitate and write me.

/s/ Jiri Svoboda
Kladno, Czechoslovakia

Camping Reservation

☎ Number ☎

This is the fourth camping season under a Forest Service reservation system. Campers can make reservations at more than 11,000 individual sites Nationwide by calling 1-800-283-CAMP (2267) Monday through Friday from 9 a.m. to 6 p.m. (Pacific Time) and weekends 9 a.m. to 2 p.m. The TDD number for callers with hearing impairments is 1-800-274-7275. Reservations can be made up to 120 days in advance for single family sites and 360 days in advance for group sites. A reservation fee of \$6 for family sites and \$10 for group sites will be charged in addition to the regular camping fee. Camping fees at family sites range from \$4 to \$12 per night. Fees for group sites vary depending on unit and group sizes. Fees can be paid by credit card, money order or personal check.



Kid's Corner...

RABIES

.....
 "If an animal has rabies and you don't know it when you hunt it, cook it and eat it, will you get rabies too?"

An animal that has rabies has tiny germs in its body. The scientific name for these tiny germs is *Formido Inexoribilis*. The germs form what is called a "virus."

When an animal is infected with the rabies virus, most of the germs live in its nervous system which includes the brain and spinal cord. They also can live in the saliva of the mouth. That's why an animal that has rabies can give you rabies if it bites you.



People, skunks, racoons, foxes, squirrels, bats, dogs, cats, mice and many other animals can get rabies, but it is very rare for elk or deer to have rabies.

Most animals catch rabies when they are bitten by another animal that has rabies, but there are other ways for you to catch the disease.

If you kill an animal that has rabies and skin it or cut it up, the virus can get on your hands. If you have a cut on your hand, even a tiny one, or if you touch your mouth or eyes, the virus can get into your body too. It would be unusual for your deer or elk to have rabies but you won't know for sure, so be careful when you clean it. Cooking a deer or elk will kill the virus so it won't infect you.

You can't always tell by looking at an animal if it has rabies. After it has been infected with the virus, it takes time for the germs to make the animal sick. Even an animal that doesn't look sick could have rabies. When the animal is very sick with rabies, it may not be able to eat, it may drool a lot, and it may even stagger around. Another name for rabies is "hydrophobia" which means "fear of water," because sick animals may not be able to open their mouths to drink.

Wild animals with rabies may not be as afraid of people as they normally would be, and pets that are normally gentle may bite or scratch people.

If you are bitten by any animal, especially one that has been acting strangely, you should call the doctor. The doctor can find out if the animal that bit you had rabies. If it did, the doctor can help keep you from getting sick.

Lois Hill
 Fisheries Biologist
 Salmon National Forest
 and
 Jeff Hoffman, Veterinarian



Life Tips...

THE JOURNEY STARTS



“Everything that’s good to eat is bad for us.”

Unfortunately, there is a lot of truth in that statement.

In fact, for many of us, the things that we most enjoy are the things that will shorten our lives or, what could be worse, adversely affect the quality of our lives.

We can’t always make a difference—we can’t pilot the airplanes on which we fly; we can only drive our own car; and we can’t change the genes we have inherited. But we can choose not to smoke cigarettes; we can choose to limit the amount of alcohol we consume; we can determine our own diet; and most of us can decide to exercise regularly. That’s four areas that we can make a positive difference in our own lives.

Far too many of us choose not to protect our personal health.

There is a widespread debate in today’s health circles over how much fat should be in a diet. But all agree it should not exceed 30 percent. For

most Americans, 37 percent of their diet comes from fat.

That translates into cutting out about 15 fat grams a day. Or, put another way, the average American should eat about three fewer pieces of pizza a day. Or one less fried chicken thigh. Saturated fat is the key factor in raising blood cholesterol levels. And high amounts of cholesterol in the blood—cholesterol is tied to fat in the diet—can lead to heart disease and strokes by increasing fat buildup in arteries.

For those interested in aggressively pursuing a reduced fat diet, there are many excellent programs and books available in bookstores. Free material is also available through the American Heart Association as well as other groups.

The point is simply that too much fat in a diet often will lead to dangerous health problems. Nearly all fast foods have high levels of fat; also meats and fried foods; cheeses, eggs and other dairy products and, of course, most

desserts, chocolates and other sweets.

Few of us will eliminate these foods from our diet, nor do we have to. But what we should do is moderate our diet and cut back on high-fat foods. At the same time, we can better balance our daily diet by replacing some of these fat-based foods with fruits and vegetables, low-fat dairy products like skim milk and yogurt, and leaner meats, fish and poultry. No one needs to starve because they change their diet to foods with lower-fat content.

Every journey starts with that first proverbial step. A step as simple as changing from whole milk to skim milk will help. Or putting vegetables on your pizza instead of sausage. Or taking the skin off your chicken.

Consider it a sensible investment in your future. Good health pays substantial dividends.

Paul S. Clark
OPM Bulletin (March 1992)



FOREST TRANSFER ACT OF 1905

On February 1, 1905, Congress transferred administration of Federal forest reserves from the Department of the Interior (General Land Office) to the Department of Agriculture (Bureau of Forestry). On March 3, the Bureau of Forestry became the Forest Service and 2 years later the Federal forest reserves were renamed as National Forests. The first Chief ("Forester") of the Forest Service, Gifford Pinchot, had sought this transfer from the time he was appointed Chief of the USDA Division of Forestry in 1898.

Gifford Pinchot used his access to members of Congress and other opinion leaders in Washington, DC, to argue for the transfer on two basic grounds: (1) the General Land Office forest reserve was staffed by political appointees who had insufficient forestry training to manage the forest reserves on a scientific basis, and (2) the highly centralized General Land Office (GLO) resulted in long delays in granting lumbering, mining, and grazing permits to local reserve users. Unhappy with the tardiness of the GLO, the commercial sector and its

allies in Congress supported Pinchot's goal. Pinchot even managed to persuade Theodore Roosevelt, who spoke in favor of the transfer when, in 1901, he addressed Congress for the first time as President of the United States.

Pinchot was on a private forest inspection trip in New York in 1899 when he met Theodore Roosevelt, who had been Governor of New York for about a year. Impressed with Pinchot, Roosevelt nominated him for membership in the Boone and Crockett Club, the hunting and game conservation club Roosevelt helped found in 1887 after returning to New York from ranching in North Dakota. Roosevelt was elected United States Vice President in 1900. He unexpectedly became President when William McKinley was assassinated in 1901. A lasting legacy of his administration was federal activity in natural resource conservation, a cause that reflected his personal love of wilderness and nature. Roosevelt's political agenda was to manage public natural resources for the common good. Gifford Pinchot's influence in shaping the conservation policy of the Roosevelt administration (1901-09) is attributed to the personal relationship between the two men.

The personal bond was such that Pinchot was President Roosevelt's frequent exercise companion. Pinchot sometimes packed a .38 caliber pistol so he could act as bodyguard during private escapades when the two eluded Secret Service agents for such things as skinny dipping in a local stream.

Pinchot enjoyed a level of influence far beyond that of his station as head of a minor government bureau in Washington, DC. After all, in 1901 the Bureau of Forestry had only 179

employees, of which 81 were classified as student assistants.

Pinchot held two beliefs: (1) the logic of placing the reserves under the control of trained USDA foresters and (2) that political support for government-managed reserves would exist only if the reserves were open to use. Prior to 1905, Pinchot spoke against proposals by wildlife groups—including the Boone and Crockett Club—to set aside game preserves in the existing federal forest reserves, a move opposed by western livestock owners who wanted access for their herds to forage on the reserves. Pinchot further gained favor with livestock interests by advocating controlled grazing on the reserves at a time when the Secretary of Interior refused grazing permits. Fear of erosion and other problems caused by overgrazing had led the Secretary of Interior to ban grazing from 1898 to 1901.

User access to reserves was a realistic policy stemming from the long-held tradition that public domain natural resources existed for the benefit of the local residents who needed them. In 1901, Division R (forestry) of the GLO provided for "free use of timber and stone" (Section 21 of the rules), giving settlers, miners, residents, and prospectors the right to remove \$100 worth of timber yearly from reserves. The wood was to be used for firewood, fencing, buildings, mining, and other domestic purposes. Permits for timber harvests valued at over \$100 had to be approved by the Secretary of the Interior. The permit process resulted in unpopular delays between the request for and granting of local timber sales.

The continuity of user access is found in the guiding policy of the Forest Service as first expressed in the February 1, 1905, letter of instructions to Gifford Pinchot from Secretary of Agriculture James Wilson the day the reserves were transferred to the Department of Agriculture. (Actually, the letter had been drafted by Pinchot.) The letter said, "All the resources of forest reserves are for use . . . under such restrictions only as will insure (sic) the permanence of these resources." This is a clear statement of Pinchot's view of conservation or wise use.


From the perspective of the foresters in the Forest Service in 1905, three principles were to be followed in their work: (1) sustained yield, (2) multiple-use, and (3) protection of local communities.

The guide book of the agency was the 1905 "Use Book" ("The Use of the National Forest Reserves, Regulations, and Instructions") which defined the objective of forest reserves as "preserving a perpetual supply of timber for home industries, preventing the destruction of the forest cover which regulates the flow of streams, and protecting local residents from unfair competition in the use of forest and range."

The first forest reserves were created because Easterners were growing more aware of the need to conserve natural resources and because there were use conflicts in the West. Cattlemen did

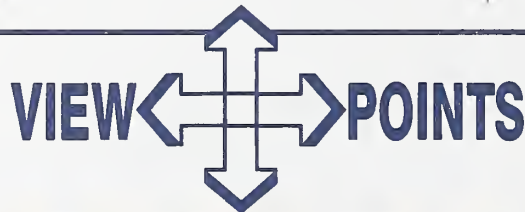
not want sheep on forest ranges and irrigation farmers and urban residents wanted to protect watersheds by banning grazing and logging on the reserves. The stalemate in the West hindered further creation of reserves. To break the stalemate, Pinchot developed a grazing policy and other means to allow potential users to have a stake in the National Forests. (For example, he assured large forest owners in the Pacific Northwest that sustained yield management of the reserves would decrease the amount of lumber entering the market and thereby increase the value of their holdings.)

Yet, a few months after the Transfer Act, Pinchot imposed grazing fees on the reserves. Ranchers (accustomed to free use of open range) rebelled. "The issue of grazing fees and allotments became the Forest Service's number one problem and was to be the basis of almost all major attacks against the Agency during the next 50 years" (Roth 1980:21). The grazing conflict coupled with Theodore Roosevelt adding over 100,000,000 acres to the forest reserves led Congress in 1907 to ban further creation of reserves in six western states.

By 1908, the Forest Service had a staff of 1,500 in charge of 150,000,000 acres of National Forests. Under Pinchot, the agency was far different than the modest forestry information division vacated by Bernard Fernow in 1898. Fernow had involved the agency in research and state and private cooperative efforts, but, without the reserves to manage, his staff was limited to an advisory role. The transfer of the reserves gave Pinchot's staff an opportunity to practice forestry on the National Forests. Unlike Fernow, Pinchot was aware that forestry in the United States was more than silviculture, it also meant firefighting and managing grazing (Roth 1980:12). Yet it is as a politician Pinchot most shines since he deserves much of the credit for the expansion of the reserves under Roosevelt and, most importantly, the 1905 transfer of the federal reserves to the Department of Agriculture. 

Roth, Dennis. 1980. "The Public Domain, States' Rights, and the National Forests." Unpublished ms. USDA Forest Service. History Program. Washington, DC.

(This is a mini history prepared by our Washington Office History Unit.)



OLDEN DAYS

Today, I heard a young woman complaining that things just didn't seem to happen in the Forest Service to make things better for women—that we still get the short end of the stick when it comes to career opportunities. Please allow me to expound a bit on the "olden days!"

When I started to work for the Forest Service in April 1961, I was a GS-2, call-when-needed clerk typist. My main job was as a receptionist, doing everything nobody else wanted to do. I was a single

mother with three small children, so I took on everything I could to get the hours.

The timber beasts found out I had an interest in timber, so they taught me how to draw sale area maps (in those days before Xerox, we did mimeograph masters), check cutting reports with a handcrank calculator (these are currently called Statements of Account and are all computerized), and I placed and received calls from the Supervisor's Office, other Districts and the fire lookouts on a handcrank farmline telephone. When the men

were all out of the office, I was expected to scale the loads of logs that the small timber purchasers brought by about twice a week. Since I obviously couldn't crawl up on the truck to measure the logs because women did not wear slacks or jeans to work in the olden days, the truck driver would measure the logs and I would write it down and we would agree on what kind of defect was appropriate. I wasn't entirely ignorant of the process—I had grown up in the woods and my Dad was a logger and scaler.



What I really wanted to do in the Forest Service was work in Fire Management. What a laugh that admission drew! Women did not go out in the field for any reason, but especially not on fires! The State of Oregon hired women for lookouts, but the Forest Service (at least on the Forest I was on) didn't, because they might be called on to fight fire. I was allowed to go to Fire School—as a cook's helper! When they had classes in the dining hall, I hung around at the back of the room soaking up all the knowledge I could. It was 13 years before I was allowed to go as a participant. By then women were fighting fire.

I got a permanent position after a couple of years, and started working more and more in timber. I did all the cutting reports and did more and more of the timber contracts and appraisals. I was fortunate to be working for a Ranger (Jack Price, now retired) who was 20 years before his time. He told me that personally he had a problem with women working in the field, but that he didn't feel he had the right to impose his feelings on women who obviously loved doing that kind of work. Then he set out to help me become the first woman Forestry Tech in Region 6.

I was also fortunate to be working with a crew who were supportive of my role in presale. I didn't have to put up with harassment from them—they were friends as well as co-workers. A funny thing happened though—I was a certified timber cruiser, having taken the same test as the

rest of the crew, but I very seldom got to do any actual cruising, nor was I ever the head chainman on a traverse. They said because of my better handwriting, I made a darn good tally person. When the position as head of the presale crew was advertised with a promotion, everyone, including me knew which of the men on the crew would get it. Though I was evenly qualified, even I didn't question that he would get the job. Men just didn't work for women in field jobs in the late 60's and early 70's. I don't even recall that situation in an office setting during that time.

It was pretty amusing to see the reactions when loggers and truck drivers saw me working out in the forest. For many, it was their first time to see a woman in hard hat and boots; for others, they hadn't seen such a sight since World War II! My presence out there stopped traffic on several occasions. Finding boots to fit was exasperating; caulked boots were impossible.

For many years, I was the only woman at the timber-related training sessions. It was traditional for one or more "cheesecake" slides to appear in the middle of slide presentations. The fact that I was there rarely made a difference in the jokes, etc. It was like I was being told by the instructors that if I couldn't stand the heat, maybe I didn't belong there. Two factors finally got the jokes and slides stopped: more women started attending these training sessions; and the male attendees got embarrassed about the rough "humor" and wouldn't laugh anymore!

There was a Staff Officer in the SO who, every Christmas season, would get in a Forest Service vehicle and visit all the District offices, just to kiss all the women. These were not friendly little kisses on the cheek—they were wet, sloppy kisses on the mouth. The first time it happened, I was caught by surprise. The second time, I turned my cheek to him, but he grabbed my face and turned it back, leaving bruises. One of my male co-workers told me later that I didn't have to take that kind of treatment, that the Staff Officer couldn't have me fired for not cooperating. So the next year, when he came at me, I shoved

him away with a loud, "NO!" This happened in a room full of people, including the Forest Supervisor, who all laughed at him. I was never personally subjected to that behavior again but, to my knowledge, he was never chastised in the least.

All of these events took place before we had even heard of Affirmative Action, Civil Rights, and the Federal Women's Program. I hear these days from younger women that we are not moving as fast as we should, that no changes are happening that we can see. Maybe so, but because a lot of women made it happen, I am free from "friendly kisses" at Christmas. I am free to be whatever I want to be in the Forest Service. I can supervise men or women without it being thought of as "unnatural." I can be promoted above a GS-5, no matter what my education. I don't have to put my typing speed on my SF-171. These are just a tiny few of the changes that I've seen in the past 31 years.

So, to those who think nothing is happening, I say look around and see what you can do to make them happen quicker—it's still initially up to you and me—not management!

EDITOR'S NOTE: During my long tenure with the Forest Service, I, too, have seen many positive changes that make Forest Service employment better (not perfect) and more compatible with personal lives. I would like to use this as the theme for a special issue of the "Reporter" sometime in the future and would appreciate any articles, stories or personal experiences that support that premise. If you feel the premise is false, you can always express your opinions in "Viewpoints."

Region is Four-Time Winner

Some people work hard because they care about and get paid for doing a good job; some people work hard enabling others to work hard; and some seek ways to work away their leisure hours. People in each of these areas received a National Volunteers Program Award from the Chief on April 30 in Washington, D.C., for their efforts to make volunteerism a viable, productive way to further on-the-Forest accomplishments in the Intermountain Region. The awardees and a capsulized version of their contributions follow:

FOREST SERVICE EMPLOYEE AWARD CATEGORY:

Loyal Clark almost single-handedly organized and directed a highly successful volunteer program on the Uinta National Forest—a program growing from 37 volunteers in 1984 to over 13,000 volunteers in 1991. Accomplishments in 1991 totalled 51.1 person years of work valued at \$1,236,900. Loyal also has helped many other Forest Service units and various federal agencies develop volunteer programs.



Volunteers prepare facilities at Payson Lake, Uinta National Forest.

RETIREE VOLUNTEER SERVICE AWARD CATEGORY:

Mont E. Lewis has contributed over 36,000 hours of volunteer service to the Forest Service since his retirement in 1971. At age 85, Mont continues as Curator for the Intermountain Region's herbarium. Additionally, Mont volunteers his services to many individuals and organizations

throughout the West. He has discovered two new plant species. One of these, *Astragalus montii*, was named after him and currently is a federally-listed "threatened species" because of its rarity. He recently completed a plant species list for the Wasatch Plateau in Utah and a 275-page report entitled, "Changes in the Vegetation of the Wasatch Plateau—1912 to Present." Mont has received several prestigious state and national awards since his retirement. He continues to contribute at least 7 hours of volunteer service daily.

FOREST SERVICE UNIT AWARD CATEGORY:

This award went to the Volunteer Coordinators of the Wasatch-Cache National Forest: Lee Skabelund (Supervisor's Office); Patty Klein (Salt Lake Ranger District); Clare Chalkley (Kamas Ranger District); Liz Schuppert (Evanston Ranger District); Rick Schuler (Mountain View Ranger District); Glen Peterson (volunteer on the Ogden Ranger District); and Bobbie Cleave (Logan Ranger District).

The number of volunteers on the Wasatch-Cache Forest has risen from 2,059 in 1988 to 5,852 in 1991 due to the extensive efforts of the Volunteer Coordinators. Only a few of those efforts are reported here. Meaningful involvement of volunteers has been done through a variety of projects tailored to specific needs and social settings on this Forest which deals with the contrasting lifestyles of a metropolitan area, small cities and rural communities.

The coordinators' key technique in raising the ceiling of accomplishment is to train volunteers to lead or train others. Examples are: With over

30,000 Boy Scouts close by, one District works with the Scout Council for efficient accommodation of Eagle Projects. An outdoor club shoulders the job of teaching low impact camping; other volunteers take Smokey and his message to elementary schools in behalf of the Forest Service.

To develop trust, friendship and mutual respect, many Forest Service employees and


their families volunteer alongside others. An example is the Kids Fishing Day when Forest employees volunteer a day as fishing buddies for handicapped children.

The Logan Ranger District has received a national Take Pride in America award three times for its volunteer program.

FOREST SERVICE EMPLOYEE AWARD CATEGORY:

Gene Watson has been the Volunteer Coordinator for the Intermountain Region since 1976. Under his direction, the Region has become the leader in the Forest Service for the total number of volunteers used. His enthusiasm for completing big projects in short periods of time using volunteers has been transferred to the Forests in the Region—and the numbers speak for themselves. In 1975, the year Gene was assigned the volunteer program for the Region, we had a total of 151 volunteers. In FY. 1991, Region 4's 30,552 volunteers, which were 32 percent of the total volunteers in the Forest Service, accomplished \$5,294,200 worth of work.

He developed a partnership to revive a publication, "Helping Out in the Outdoors," that the American Hiking Society had dropped. It has now been transferred back to the American Hiking Society and is an outstanding nationwide source for agencies to find volunteers and for volunteers to find places to serve. Gene also developed a Regional volunteer directory to help Forests advertise for volunteers. The Directory has been instrumental in recruiting large numbers of volunteers to the sparsely populated areas of the Intermountain Region.

Gene organized the Western Regional Volunteer Conference in 1986 and invited representatives from all Forest Service Regions to attend. He also worked on volunteer conferences in 1989 and 1990. In 1990, he was asked to revise the Volunteer Administration portion of the "Meeting the Needs of the Recreation Users" correspondence study course offered through the Division of Continuing Education at Colorado State University. 

HUNTER EDUCATION AWARD



Brent Hanchett was recently honored by the Utah Division of Wildlife Resources as the North-eastern Region Hunter Education Instructor of the Year. Brent, a Landscape Architect in the Ashley Forest Supervisor's Office, has probably taught half the hunters in the Vernal area in the past 35 years but this award was only for his 1991 achievements. During the last year, he taught several classes and organized two hunter education events—a fun shoot

which received Statewide interest and the Utah Hunter Education Championships. When the Utah championship teams were chosen, Brent taught the kids ethics, shooting and archery, about wildlife and conservation, and survival and mapping skills in preparation for the National Hunter Education Championships in New Mexico. By receiving this regional award, Brent will be eligible to compete for the State Hunter Education Instructor of the Year Award next April.

Forester Recognized

Toiyabe National Forest Supervisor Jim Nelson has been awarded a National Wildlife Federation Conservation Service Citation for his outstanding leadership in conserving public lands over the past decade. The award was presented at the Federation's recent annual meeting.

"Nelson has been the leader in changing how the Forest Service does business on the range,"

said Roy Elicker, an attorney at the Federation's Pacific Northwest Natural Resources Center in Portland, Oregon. Many National Forests have protection plans, according to Elicker, but few Forest Supervisors have set specific grazing standards. Nelson has tough, specific requirements that are enforced, Elicker said.

"When the cattle eat the allowable percent of the standing grass crop, they're off," Elicker said. Nelson also demands protection for streams, limiting seasons cattle can graze in sensitive areas.

"Ranchers have been seeing Forest Plans like this for 20 years, but it has always been business as usual," Elicker said. "In the Toiyabe, thanks to Nelson, overgrazing protections are not just talk."

—from the February 1992 issue of "The Leader," the newsletter for affiliate leaders of the National Wildlife Federation.

Editorial Policy— *Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text are to be sent to the Editor separately with a hard copy of the text.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.
12. The author's name, title, and unit should be shown at the end of the article being submitted.

COURSE COMPLETED

Evan Boshell receives a certificate of completion from Hugh Thompson, Dixie National Forest Supervisor. The certificate recognizes Evan's commitment and dedication in completing the rigorous National Forest Recreation Management Correspondence Courses. These cost-effective courses are designed to meet a broad range of needs for employees in the field of natural resource recreation planning and management.



Points of Light Awards Come to Three

Two people working on the Logan Ranger District and one from the Regional Office have received Points of Light Awards in recognition of their continuous community service, on a voluntary basis, to help solve social problems through meeting the needs of others.

Jane O'Keefe, a volunteer on the District, is a local artist who put in over 100 hours designing various brochures, certificates and a recycling teaching package for the District. Jane also adopted a local campground for litter pickup.

The second District award went to Gordon Bosworth, a seasonal Tony Grove Guard who volunteers for the local sheriff's department as the Cache Animal Cruelty Officer. Gordon is responsible for investigating all calls about possible cruelty to animals.

John Richardson, Systems Engineer in the Regional Office, earned his award for completing a number of projects at the facility for the Ogden Area Community Action Program.

UTAH HONOR AWARD

George Olson, Director of Recreation and Lands, accepted on behalf of the Regional Forester the Utah Recreation and Parks Association Departmental Honor Award. It was for Forest Service excellence and leadership in recreation professional development (Recreation University 1992), Scenic Byways, Great Western Trail, cultural resource initiatives, Leave No Trace, Wilderness, etc.

Awards

REGIONAL OFFICE

Cash

DONALD C. STITT and DANIEL J. WHITE, Cartographic Technicians; and DAVID C. GEORGE and RONALD A. BRODERIUS, Cartographers, E - \$300 each for superior contributions to the success of the first Inter-mountain Region Automated Forest Visitor Map.
TAMRA J. MONTORO, Clerk Typist, and LEANN TRACY, Payroll Clerk, E - \$250 each for performing the additional duties of Office Management Assistant when the position was vacant while maintaining excellence in their present positions.
SUSAN E. HAYWOOD, Computer Assistant (Typist) TM/A&FM - \$300 for outstanding performance in maintaining A&FM computer systems and providing functional assistance to the Forests.
THOMAS N. GILLINS, Structural Engineer, E - \$350 for assuming design responsibilities outside normal position requirements to support completion of the Atlanta Bridge.
J. KEITH SCHNARE, Civil Engineer, E - \$250 for special service ensuring completion of an acceptable contract package for the South Fork Salmon River Road.

WILDEN W. MOFFETT, Architect, E - \$300 for an excellent effort to coordinate and design the Escalante office for three agencies and to get the contract awarded within funds available.

JEAN BENTLEY, Supervisory Equal Employment Specialist - \$250 for outstanding leadership in pulling the team together to accomplish the INT/R-4 Affirmative Employment Plan for FY 1992 (INT award).

MATTHEW W. HARMAN, Photo Pilot, A&FM - For continued demonstration of professionalism and concern for aviation mission accomplishments and safety (Region I award).

RALPH W. THIER, Entomologist, S&PF - For outstanding interdisciplinary team performance and meeting the identified timeframes for the Deep Creek/ Copper Creek final environmental impact statement and record of decision.

Certificate of Appreciation

KEITH BAWDON, Program Analyst, AS - For invaluable assistance to the Wasatch-Cache National Forest in developing the Mill Creek Canyon Partnership.

ASHLEY NATIONAL FOREST

Employee Suggestion

GARY D. RAVENBERG, Lead Forestry Technician, Flaming Gorge NRA - \$200 for suggesting an in-cab electrical master switch to isolate model 30 engine electrical system from main battery during periods of inactivity and a waterproof disconnect for annual removal of pump and tank.

Salary Incentive for 1991

SO - JACK DAVIS, Criminal Investigator; SUSAN FREEMAN, Accounting Specialist; DOLORES MANNING, Payroll Technician; LUDAWN MECHAM, Resource Technician; RENE PEARSON, Personnel Assistant; LOREN WALKER, Administrative Officer; CINDY YOUNG, Personnel Clerk. Roosevelt RD - DAVE HATTIS, Forester

BOISE NATIONAL FOREST

Cash

PEGGY HEFFNER, Contract Specialist, Payette NF - For providing quality contracting and purchasing support to all units and working at developing rapport with management and co-workers.

ROBERT GILES, Forest Planner, SO - For personal initiative and effort in assisting the Mountain Home RD in developing timber sale proposals for salvage and roadless area entry.

LAVERDA MCMURTREY, SCSEP, Mt. Home RD - For performing the duties of Information Receptionist for a period of 6 weeks.

HERB CORN, Supervisory Forestry Technician, SO - For superior performance as Assistant Fire Staff-Suppression.

MARILYN BENNETT, Resource Assistant, SO - For superior performance as displayed by a positive and enthusiastic attitude toward meeting the needs of the customer both In- and Out-Service.

DONALD FULLER, Realty Specialist, SO - For superior performance.

BERT STROM, Forestry Technician, SO - for superior performance as Assistant Fire Staff-Presuppression.

RICHARD WEBSTER, Realty Appraiser, SO - For superior performance as Review Appraiser.

Sustained Superior Performance

LISA VERNON, Civil Engineer, SO - For providing engineering leadership to the Boise, Idaho City and Lowman RD's as Acting District Engineer.

BRIDGER-TETON NATIONAL FOREST

PATRICIA HAINES, Forestry Technician, SO - For assisting the Targhee Forest in meeting NFMA deadlines by providing valuable data and support while accomplishing the same project for the Bridger-Teton NF.

CARIBOU NATIONAL FOREST

Cash

MARK JOHNSON, Montpelier District Ranger - For excellence in preparing and instructing "Building High Performance Teams" (RO award).

DIXIE NATIONAL FOREST

Cash

DIANE D. HOLMES, Accounting Technician, SO - For extraordinary dedication and effort in assisting with the Forest budget and for support in the accounting and budget execution process.

Length of Service

RAYMOND L. LAIRD, Engineering Equipment Operator, SO - 10 years
DAVID M. KEEFE, Forester, Escalante RD - 10 years
SUSAN J. HAYMAN, Resource Specialist, Cedar City RD - 10 years
RAY D. CONGDON, Supervisory Communication Management Specialist, SO - 20 years
DONALD W. CARTER, Budget and Accounting Officer, SO - 20 years
DAVID C. BELL, Supervisory Forester, Powell RD - 20 years
RALPH S. RAWLINSON, Supervisory Forester, SO - 30 years
ROBERT H. MEINROD, Supervisory Forester, SO - 30 years
CARLTON P. GUILLETTE, Powell District Ranger - 30 years
PAUL H. FULLMER, Supervisory Forestry Tech, Cedar City RD - 30 years
LAMOND O. DAVIS, Forestry Technician, Cedar City RD - 30 years
JOHN C. BENTLEY, Civil Engineer, SO - 30 years

HUMBOLDT NATIONAL FOREST

Length of Service

LUCILLE CAMPBELL, Personnel Management Specialist, SO - 10 years
MARY BETH MARKS, Geologist, SO - 10 years
DEAN MORGAN, Supervisory Mineral Management Specialist, Mountain City RD - 10 years
CAROL SANDERS, Mail and File Clerk, SO - 10 years

LINDA WHITETRIFARO, Range Conservationist, Ruby Mountains RD - 10 years
BONNIE WHALEN, Program Analyst, SO - 20 years
ALLEN TAYLOR, Telecommunications Specialist, SO - 25 years
WAYNE SWENSON, Supervisory Range Conservationist, Ely RD - 25 years
MONT LEWIS, JR., Ruby Mountain District Ranger - 30 years
ALFRED REUTER, Forester, SO - 30 years
HARVIE TIBBS, Supervisory Forestry Technician, Ely RD - 30 years

MANTI-LA SAL NATIONAL FOREST

The Ferron Ranger District received the Watchable Wildlife Award from Chief Dale Robertson for the interpretive trail at the Ferron Reservoir.

Cash

PATRICK J. SPAHR, Forester, Moab RD - For developing and implementing the winter recreation program on the La Sal Mountains during 1991.
WILLIAM B. BROADBEAR, Forester, Price RD - For developing the Forest Diversity People Plan.
WILLIAM B. BROADBEAR, Forester, Price RD - For extra effort in creativity and quality in developing the Castle Valley Ridge non-motorized trail system proposal.

Length of Service

CARL J. ANDERSON, Forestry Technician, Sanpete RD - 10 years

PAYETTE NATIONAL FOREST

Cash

RUSSELL M. STRACH, Fisheries Biologist, SO - For exceptional quality in performing multiple complex tasks including preparation of a biological assessment for sheep grazing on Lake Creek.

Employee Suggestion

WALTER J. WARRICK, Telecommunications Specialist, SO - \$200 for suggesting that Regional Office give service awards to members of Class I Overhead Teams (RO award).

SALMON NATIONAL FOREST

Cash

ANN WESTFALL, Information Receptionist; **DAVID CARROLL**, Forester; **DANIEL GARCIA**, Fisheries Biologist; **LUCINDA HAGGAS**, Ecologist; **NANCY RUSSELL**, Civil Engineering Technician; **SUE SMITH**, Information Receptionist; **ERNEST SMITH**, Forestry Technician; **LINDA WALTON**, Forestry Technician; and **NANCY ROCHON**, Forestry Technician, North Fork RD - For diligent team effort to revise and complete the District Safety Plan.

TARGHEE NATIONAL FOREST

Taking Wing National Award (one awarded each Region) went to the Trumpeter Swan Project, Ashton RD, Targhee NF. The selection criteria were: (1) management to benefit waterfowl, shorebirds, or wetland-dependent species habitat; (2) a special project initiated or completed in 1991; (3) participation of partners in the program and (4) interdisciplinary coordination and benefits.

Group

CONNIE ALFIERI, **JIM COX** and **FRED SWANSTRUM**, Lead Forestry Technicians; and **SUE MCKENNA**, **NANCY DOYLE**, **LINDA ALBANO** and **ROSE HECK**, Forestry Technicians, Island Park RD - For completing essential work within time constraints given by the Revision Planning Team.
WANDA J. ADAMS, Supervisory Management Analyst, SO; **CATHEY HARDIN**, Supervisory Forestry Technician, Island Park RD; **MARTHA MERRILL-EXTON**, Natural Resource Specialist, Ashton RD; **J. R. NEWTON**, Wildlife Biologist, Ashton RD; and **KIMBERLY JOHNSON**, Wildlife Biologist, Dubois RD - For excellence in developing a 5-year objectives package for all resource areas which will serve as a tool to support long term planning.
BRADLEY MERRILL-EXTON, Teton Basin District Ranger; **RONDA HAMMER**, Resource Clerk, SO; **DAWNETTE COWAN**, Accounting Technician, SO; **RUSH E. HARDIN**, Forester, Island Park RD; and **CORNELIA HURST**, Information Assistant, Dubois RD - For developing a customer response form that reflects the expectations and needs of our external customers.
MARILYN KARY, Accounting Technician, SO; **KEITH TWEEDIE**, Forester (Administration), Dubois RD; **JERI TAVENNER**, Support Services Specialist, Dubois RD; **DIANNA BAILEY**, Resource Clerk, Teton Basin RD; and **JACK HADDOX**, Natural Resource Specialist, Island Park RD - For identifying and developing creative ways to streamline or eliminate mailing lists, personnel forms and a standardized outfitter/guide form, thereby reducing or eliminating inefficiency.

Cash

RODGER EDWARDS, SCSEP Enrollee, SO - For exceptional workmanship and craftsmanship in building carpentry projects for the SO which have provided high quality custom-made furniture and cost savings over normal acquisition methods.

WASATCH-CACHE NATIONAL FOREST

Cash

MELISSA BLACKWELL, Kamas District Ranger - For excellence in preparing and instructing "Building High Performance Teams" (RO award).
LISA JACKSON, Support Services Specialist, SO - \$50 for exemplary, high-quality performance and contributions to the Meeting Management and Facilitation Skills Workshop (RO award).

Group

SUSAN GIANNETTINO, Forest Supervisor; **MICHAEL SIEG**, Salt Lake District Ranger; **JAMES TALLERICO**, Assistant Recreation Officer, SO; **JIM WHITE**, Recreation Manager, Salt Lake RD; **JILL DUFOUR**, Zone Fisheries Biologist, SO; and **CLARK OSTERGAARD**, Forest Landscape Architect, SO - For assisting with the rehabilitation of Mill Creek Canyon (RO award).

Roll Call

REGIONAL OFFICE

Reassignment

CRAIG MORRIS, Land Use Planner, Boise NF, to Operations Research Analyst, P&B

ASHLEY NATIONAL FOREST

Appointment

EARL KERNS (reinstatement), Supervisory Forester, Vernal RD

Reassignments

WILLIAM HAYES, Supervisory Forestry Technician, Sequoia NF, to Supervisory Forestry Technician, Flaming Gorge RD
DEE FRED HOUSTON, Supervisory Forester, Beaver RD, Fishlake NF, to Supervisory Forester, Flaming Gorge RD

Transfer Out

GARY STOLZ, Supervisory Visitor Information Specialist, Flaming Gorge RD, to Outdoor Recreation Planner, Fish and Wildlife Service, Albuquerque, New Mexico

BOISE NATIONAL FOREST

Appointments

LINDA SCOTT, Voucher Examiner, SO
CATHY BAIRD, Forestry Technician, Lowman RD

Promotions

GWEN BOYLE, Forestry Technician, Idaho City RD, to Forestry Technician (Dispatch), SO
CRAIG MORRIS, Land Use Planner, SO, to Operations Research Analyst, RO

Promotions in Place

ETHEL HILL, Procurement Assistant, SO
KENNETH WAUGH, Forester, Lowman RD

Reassignment

DEANNA BENNETT, Program Assistant, SO, to Voucher Examiner, SO

Retirement

GEORGE STARR, Forestry Technician, Boise RD

Transfers In

LISA GREER, Procurement Clerk, Bureau of Reclamation, to Procurement Clerk, SO
DIANE GERBER, Civilian Pay Technician, Idaho National Guard, to Civilian Pay Technician, SO

BRIDGER-TETON NATIONAL FOREST

Promotions in Place

PATRICIA HAINES, Forestry Technician, SO
LEWIS WILKERSON, Resource Clerk, SO

Reassignment

CYTHIA STEIN, Forester, Rogue River NF, to Forester, Pinedale RD

CARIBOU NATIONAL FOREST

Promotion

MARCIA K. PARSONS, Clerk Typist, SO, to Purchasing Agent, SO

Transfer In

KATHERINE Q. WILLIAMS, Clerk Typist, FHA, to Office Automation Clerk, Malad RD

CHALLIS NATIONAL FOREST

DIXIE NATIONAL FOREST

Appointments

BRET R. LANE, Student Trainee Electronics Technician, SO
LEE ANN BEEKMAN, Forestry Technician, Teasdale RD

Promotions

DANIEL H. DEISS, Forester, Boise NF, to Supervisory Land Use Planner, SO
SIGUR STAVRAN, Supervisory Civil Engineer, Lolo NF, to Supervisory Civil Engineer, SO

Promotions in Place

RONALD L. RODRIGUEZ, Wildlife Biologist, SO
WILLIAM RANDY HOUSTON, Range Technician, Cedar City RD

Reassignments

JOSEPH A. COLWELL, Range Conservationist, Teasdale RD, to Forester, Black Hills NF
DAVID M. EDE, Forestry Technician, Teasdale RD, to Writer/Editor, Payette NF
SONNY LASALLE, Forest Supervisor, to Forest Supervisor of the White River NF, R-2

Retirement

JOHN C. BENTLEY, Civil Engineer, SO

FISHLAKE NATIONAL FOREST

Appointment

TERI M. SWEAT, Information Receptionist, SO

Promotion in Place

NATALIE H. MORRELL, Support Services Specialist, Loa RD

Retirement

GLENNA FORBUSH, Support Services Specialist, Richfield RD

HUMBOLDT NATIONAL FOREST

Appointment

RONALD KITTERMAN, Computer Specialist, SO

Promotions

CHARLES BOWEY, Biological Technician, Mountain City RD, to Wildlife Biologist, Mountain City RD
CHARLES VAUGHN, Forestry Technician, Ely RD, to Criminal Investigator, Ely RD
JAN BOWEY, Range Conservationist, Mountain City RD, to Minerals Management Specialist, Mountain City RD (temporary promotion)

Promotions in Place

ARLEEN MARTINEZ, Support Services Specialist, Jarbidge RD
KAREN JIMMY, Clerk Typist, Mountain City RD

Reassignments

DIANE BRADY, Support Services Specialist, Mountain City RD, to Support Services Specialist, SO
KAREN MATTHIESEN, Support Services Specialist, SO, to Procurement Clerk, RO
CHARLES BOWEY, Wildlife Biologist, Mountain City RD, to Interdisciplinary Position, Sheridan RD, Beaverhead NF
JAN BOWEY, Range Conservationist, Mountain City RD, to Range Conservationist, Sheridan NF, Beaverhead NF

MANTI-LA SAL NATIONAL FOREST

Promotions in Place

HEATHER J. MUSCLOW, Wildlife Biologist, Moab RD
RODNEY L. PLAYER, Wildlife Biologist, SO

PAYETTE NATIONAL FOREST

Appointments

JUDITH A. PEREZ, Forester, Council RD
DANIEL R. ANDERSON, Forester, McCall RD
BRIAN ROWAN, Electronic Technician (Coop-Ed), SO

Promotion

MARCI NIELSEN-GERHARDT, Forester, Krassel RD, to Soil Scientist, Council RD

Promotion in Place

HOLLY BECKER, Forestry Technician, Council RD

Reassignments

KELLY M. FORD, Engineering Equipment Operator Helper, SO, to Engineering Technician, SO
RODNEY JORGENSEN, Soil Scientist, Pike and San Isabel NF, to Soil Scientist, SO
ROBERT BRYANT, Forestry Technician (Law Enforcement), Umatah NF, to Forestry Technician (Law Enforcement), SO
JERRY GREER, Supervisory Land Use Planner, Wayne-Hoosier NF, to Supervisory Land Use Planner, SO

SALMON NATIONAL FOREST

Promotions in Place

DANIEL GARCIA, Fishery Biologist, North Fork RD
W. DOUGLAS WEAVER, Forester, Salmon RD

SAWTOOTH NATIONAL FOREST

TARGHEE NATIONAL FOREST

Appointment

REBECCA CRAIGG, Office Automation Clerk, Ashton RD

Promotion

FREDERICK STRAUS, Forester, Wallowa-Whitman NF, to Operations Resource Analyst, SO

Promotions in Place

MELISSA JENKINS, Forester, Island Park RD
JOSLYN C. ALLRED, Resource Clerk, Palisades RD, to Resource Assistant, Palisades RD
JAMES TAUBMAN, Forester, Ashton RD
LILLIAN MAYER, Botanist, SO

TOIYABE NATIONAL FOREST

UINTA NATIONAL FOREST

WASATCH-CACHE NATIONAL FOREST

IN MEMORY

LORAINE MORRIS PARSONS, a former employee of the Richfield Ranger District, Fishlake National Forest, passed away on March 27.

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WILLIAMS LAKE

Williams Lake, which is the largest lake in the Salmon National Forest, is named for "Bronco" Henry V. Williams who settled in the area in 1900. Williams, renowned locally for his horsemanship, demonstrated his skills in the first rodeo to be held in Madison Square Garden in 1905.

Williams Lake is located at a 5,200-foot elevation in the Salmon River Basin. It is a deep (185 feet), steep-sided canyon lake that was formed from a landslide.

